

200520956

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2095
Shirley F. Ebbesen	Division of	Revision No.: 6
Director	Wage Determinations	Date Of Last Revision: 05/29/2008

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States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.23
01012 - Accounting Clerk II	13.35
01013 - Accounting Clerk III	15.19
01020 - Administrative Assistant	17.53
01040 - Court Reporter	15.84
01051 - Data Entry Operator I	10.80
01052 - Data Entry Operator II	11.79
01060 - Dispatcher, Motor Vehicle	16.74
01070 - Document Preparation Clerk	11.19

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01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	10.46
01112 - General Clerk II	11.94
01113 - General Clerk III	13.39
01120 - Housing Referral Assistant	16.02
01141 - Messenger Courier	10.03
01191 - Order Clerk I	11.08
01192 - Order Clerk II	12.38
01261 - Personnel Assistant (Employment) I	14.50
01262 - Personnel Assistant (Employment) II	15.92
01263 - Personnel Assistant (Employment) III	17.29
01270 - Production Control Clerk	18.14
01280 - Receptionist	11.01
01290 - Rental Clerk	10.40
01300 - Scheduler, Maintenance	13.43
01311 - Secretary I	13.43
01312 - Secretary II	14.73
01313 - Secretary III	16.02
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	17.53
01420 - Survey Worker	13.15
01531 - Travel Clerk I	11.61
01532 - Travel Clerk II	12.48
01533 - Travel Clerk III	13.30
01611 - Word Processor I	12.16
01612 - Word Processor II	13.91
01613 - Word Processor III	15.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.57
05010 - Automotive Electrician	16.13
05040 - Automotive Glass Installer	14.09

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05070 - Automotive Worker	15.49
05110 - Mobile Equipment Servicer	12.85
05130 - Motor Equipment Metal Mechanic	16.84
05160 - Motor Equipment Metal Worker	15.49
05190 - Motor Vehicle Mechanic	16.84
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.78
05280 - Motor Vehicle Wrecker	15.49
05310 - Painter, Automotive	16.23
05340 - Radiator Repair Specialist	15.49
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	16.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.82
07041 - Cook I	9.77
07042 - Cook II	11.03
07070 - Dishwasher	7.47
07130 - Food Service Worker	8.87
07210 - Meat Cutter	15.07
07260 - waiter/waitress	7.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.35
09040 - Furniture Handler	10.30
09080 - Furniture Refinisher	13.35
09090 - Furniture Refinisher Helper	11.08
09110 - Furniture Repairer, Minor	12.23
09130 - Upholsterer	13.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.32
11060 - Elevator Operator	9.32
11090 - Gardener	12.98
11122 - Housekeeping Aide	9.54

11150 - Janitor	10.42
11210 - Laborer, Grounds Maintenance	11.23
11240 - Maid or Houseman	8.32
11260 - Pruner	10.26
11270 - Tractor Operator	12.54
11330 - Trail Maintenance Worker	11.23
11360 - Window Cleaner	10.60
12000 - Health Occupations	
12010 - Ambulance Driver	12.97
12011 - Breath Alcohol Technician	18.86
12012 - Certified Occupational Therapist Assistant	19.62
12015 - Certified Physical Therapist Assistant	18.55
12020 - Dental Assistant	13.68
12025 - Dental Hygienist	29.44
12030 - EKG Technician	21.40
12035 - Electroneurodiagnostic Technologist	21.40
12040 - Emergency Medical Technician	14.25
12071 - Licensed Practical Nurse I	16.81
12072 - Licensed Practical Nurse II	18.86
12073 - Licensed Practical Nurse III	21.09
12100 - Medical Assistant	12.73
12130 - Medical Laboratory Technician	16.90
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	15.77
12195 - Medical Transcriptionist	14.29
12210 - Nuclear Medicine Technologist	32.29
12221 - Nursing Assistant I	9.45
12222 - Nursing Assistant II	10.62
12223 - Nursing Assistant III	11.59
12224 - Nursing Assistant IV	13.00
12235 - Optical Dispenser	15.28



12236 - Optical Technician	13.95
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.00
12305 - Radiologic Technologist	23.16
12311 - Registered Nurse I	21.31
12312 - Registered Nurse II	26.10
12313 - Registered Nurse II, Specialist	26.10
12314 - Registered Nurse III	31.57
12315 - Registered Nurse III, Anesthetist	31.57
12316 - Registered Nurse IV	37.80
12317 - Scheduler (Drug and Alcohol Testing)	23.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.03
13012 - Exhibits Specialist II	20.93
13013 - Exhibits Specialist III	25.58
13041 - Illustrator I	17.03
13042 - Illustrator II	19.56
13043 - Illustrator III	21.86
13047 - Librarian	19.34
13050 - Library Aide/Clerk	10.76
13054 - Library Information Technology Systems Administrator	17.46
13058 - Library Technician	13.35
13061 - Media Specialist I	12.12
13062 - Media Specialist II	13.76
13063 - Media Specialist III	15.35
13071 - Photographer I	12.10
13072 - Photographer II	14.00
13073 - Photographer III	15.95
13074 - Photographer IV	19.61
13075 - Photographer V	23.01
13110 - Video Teleconference Technician	13.35

14000 - Information Technology Occupations

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14041 - Computer Operator I	11.31
14042 - Computer Operator II	13.52
14043 - Computer Operator III	16.36
14044 - Computer Operator IV	18.31
14045 - Computer Operator V	20.15
14071 - Computer Programmer I (1)	16.90
14072 - Computer Programmer II (1)	18.94
14073 - Computer Programmer III (1)	24.90
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	22.83
14102 - Computer Systems Analyst II (1)	26.92
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	11.31
14160 - Personal Computer Support Technician	18.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	20.22
15020 - Aircrew Training Devices Instructor (Rated)	24.46
15030 - Air Crew Training Devices Instructor (Pilot)	26.92
15050 - Computer Based Training Specialist / Instructor	22.56
15060 - Educational Technologist	24.41
15070 - Flight Instructor (Pilot)	26.92
15080 - Graphic Artist	19.26
15090 - Technical Instructor	18.45
15095 - Technical Instructor/Course Developer	22.56
15110 - Test Proctor	14.35
15120 - Tutor	14.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.18
16030 - Counter Attendant	8.18
16040 - Dry Cleaner	10.25
16070 - Finisher, Flatwork, Machine	8.18

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16090 - Presser, Hand	8.18
16110 - Presser, Machine, Drycleaning	8.18
16130 - Presser, Machine, Shirts	8.18
16160 - Presser, Machine, Wearing Apparel, Laundry	8.18
16190 - Sewing Machine Operator	10.99
16220 - Tailor	11.74
16250 - Washer, Machine	8.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.83
19040 - Tool And Die Maker	20.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.00
21030 - Material Coordinator	18.55
21040 - Material Expediter	18.55
21050 - Material Handling Laborer	10.78
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	12.00
21110 - Shipping Packer	12.37
21130 - Shipping/Receiving Clerk	12.37
21140 - Store Worker I	11.96
21150 - Stock Clerk	15.53
21210 - Tools And Parts Attendant	13.76
21410 - Warehouse Specialist	12.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.54
23021 - Aircraft Mechanic I	18.62
23022 - Aircraft Mechanic II	19.54
23023 - Aircraft Mechanic III	20.52
23040 - Aircraft Mechanic Helper	14.81
23050 - Aircraft, Painter	17.75
23060 - Aircraft Servicer	16.35
23080 - Aircraft Worker	16.73

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23110 - Appliance Mechanic	15.36
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	25.32
23130 - Carpenter, Maintenance	17.16
23140 - Carpet Layer	14.30
23160 - Electrician, Maintenance	19.12
23181 - Electronics Technician Maintenance I	18.43
23182 - Electronics Technician Maintenance II	22.74
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	15.94
23290 - Fire Alarm System Mechanic	18.03
23310 - Fire Extinguisher Repairer	15.01
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	15.90
23370 - General Maintenance Worker	14.50
23380 - Ground Support Equipment Mechanic	18.62
23381 - Ground Support Equipment Servicer	16.35
23382 - Ground Support Equipment Worker	16.73
23391 - Gunsmith I	15.01
23392 - Gunsmith II	16.74
23393 - Gunsmith III	18.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.08
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.77
23430 - Heavy Equipment Mechanic	19.33
23440 - Heavy Equipment Operator	16.01
23460 - Instrument Mechanic	18.62
23465 - Laboratory/Shelter Mechanic	17.65
23470 - Laborer	10.78
23510 - Locksmith	17.65
23530 - Machinery Maintenance Mechanic	18.02
23550 - Machinist, Maintenance	19.33



23580 - Maintenance Trades Helper	10.88
23591 - Metrology Technician I	18.62
23592 - Metrology Technician II	19.38
23593 - Metrology Technician III	20.14
23640 - Millwright	18.62
23710 - Office Appliance Repairer	17.74
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	19.02
23810 - Plumber, Maintenance	18.55
23820 - Pneudraulic Systems Mechanic	18.62
23850 - Rigger	18.61
23870 - Scale Mechanic	16.74
23890 - Sheet-Metal Worker, Maintenance	15.43
23910 - Small Engine Mechanic	15.39
23931 - Telecommunications Mechanic I	19.49
23932 - Telecommunications Mechanic II	20.28
23950 - Telephone Lineman	21.34
23960 - Welder, Combination, Maintenance	15.25
23965 - Well Driller	16.82
23970 - Woodcraft Worker	18.62
23980 - Woodworker	14.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.45
24580 - Child Care Center Clerk	10.54
24610 - Chore Aide	9.04
24620 - Family Readiness And Support Services Coordinator	11.44
24630 - Homemaker	11.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.92
25040 - Sewage Plant Operator	15.17
25070 - Stationary Engineer	20.92



25190 - Ventilation Equipment Tender	14.76
25210 - Water Treatment Plant Operator	15.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.77
27007 - Baggage Inspector	11.57
27008 - Corrections Officer	16.29
27010 - Court Security Officer	16.99
27030 - Detection Dog Handler	14.54
27040 - Detention Officer	16.29
27070 - Firefighter	15.79
27101 - Guard I	11.57
27102 - Guard II	14.54
27131 - Police Officer I	17.88
27132 - Police Officer II	19.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	7.57
28042 - Carnival Equipment Repairer	8.09
28043 - Carnival Equipment Worker	8.80
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	12.88
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	11.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.78
29020 - Hatch Tender	16.78
29030 - Line Handler	16.78
29041 - Stevedore I	14.70
29042 - Stevedore II	17.65
30000 - Technical Occupations	

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30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	14.92
30022 - Archeological Technician II	16.69
30023 - Archeological Technician III	20.68
30030 - Cartographic Technician	20.68
30040 - Civil Engineering Technician	20.90
30061 - Drafter/CAD Operator I	14.92
30062 - Drafter/CAD Operator II	16.69
30063 - Drafter/CAD Operator III	18.61
30064 - Drafter/CAD Operator IV	22.34
30081 - Engineering Technician I	12.86
30082 - Engineering Technician II	14.81
30083 - Engineering Technician III	16.56
30084 - Engineering Technician IV	20.52
30085 - Engineering Technician V	25.10
30086 - Engineering Technician VI	29.59
30090 - Environmental Technician	20.52
30210 - Laboratory Technician	14.98
30240 - Mathematical Technician	20.52
30361 - Paralegal/Legal Assistant I	14.17
30362 - Paralegal/Legal Assistant II	17.19
30363 - Paralegal/Legal Assistant III	21.04
30364 - Paralegal/Legal Assistant IV	25.45
30390 - Photo-Optics Technician	20.52
30461 - Technical Writer I	17.13
30462 - Technical writer II	20.93
30463 - Technical Writer III	25.33
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11

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30493 - Unexploded Ordnance (UXO) Technician III		31.30
30494 - Unexploded (UXO) Safety Escort		21.58
30495 - Unexploded (UXO) Sweep Personnel		21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)		16.54
30621 - Weather Observer, Senior (2)		19.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.77
31030 - Bus Driver		12.88
31043 - Driver Courier		11.65
31260 - Parking and Lot Attendant		9.09
31290 - Shuttle Bus Driver		12.40
31310 - Taxi Driver		10.36
31361 - Truckdriver, Light		12.40
31362 - Truckdriver, Medium		12.86
31363 - Truckdriver, Heavy		15.83
31364 - Truckdriver, Tractor-Trailer		16.10
99000 - Miscellaneous Occupations		
99030 - Cashier		8.44
99050 - Desk Clerk		9.25
99095 - Embalmer		22.79
99251 - Laboratory Animal Caretaker I		10.54
99252 - Laboratory Animal Caretaker II		11.31
99310 - Mortician		22.79
99410 - Pest Controller		12.25
99510 - Photofinishing Worker		11.01
99710 - Recycling Laborer		12.39
99711 - Recycling Specialist		13.70
99730 - Refuse Collector		11.32
99810 - Sales Clerk		11.40
99820 - School Crossing Guard		8.87
99830 - Survey Party Chief		15.70
99831 - Surveying Aide		10.29

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99832 - Surveying Technician	14.09
99840 - Vending Machine Attendant	11.01
99841 - Vending Machine Repairer	12.99
99842 - Vending Machine Repairer Helper	11.24

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate



for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour. Conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that



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represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



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THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2135
Shirley F. Ebbesen	Division of	Revision No.: 5
Director	Wage Determinations	Date Of Last Revision: 05/29/2008

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States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.27
01012 - Accounting Clerk II	14.89
01013 - Accounting Clerk III	17.02
01020 - Administrative Assistant	21.25
01040 - Court Reporter	16.72
01051 - Data Entry Operator I	11.24
01052 - Data Entry Operator II	12.73
01060 - Dispatcher, Motor Vehicle	16.72
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01533 - Travel Clerk III	13.15
01611 - Word Processor I	12.73
01612 - Word Processor II	14.79
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.94
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	14.70
05070 - Automotive Worker	15.28



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05110 - Mobile Equipment Servicer	12.79
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	16.53
05220 - Motor Vehicle Mechanic Helper	12.55
05250 - Motor Vehicle Upholstery Worker	14.27
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	15.54
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	11.29
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.87
07041 - Cook I	9.50
07042 - Cook II	10.87
07070 - Dishwasher	7.03
07130 - Food Service Worker	8.15
07210 - Meat Cutter	12.82
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	16.49
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.98
11060 - Elevator Operator	8.09
11090 - Gardener	11.46
11122 - Housekeeping Aide	8.30

11150 - Janitor	8.76
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.48
11260 - Pruner	8.09
11270 - Tractor Operator	10.71
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.65
12000 - Health Occupations	
12010 - Ambulance Driver	14.21
12011 - Breath Alcohol Technician	14.28
12012 - Certified Occupational Therapist Assistant	18.64
12015 - Certified Physical Therapist Assistant	18.72
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	23.03
12030 - EKG Technician	21.81
12035 - Electroneurodiagnostic Technologist	21.81
12040 - Emergency Medical Technician	14.21
12071 - Licensed Practical Nurse I	12.73
12072 - Licensed Practical Nurse II	14.28
12073 - Licensed Practical Nurse III	15.97
12100 - Medical Assistant	12.41
12130 - Medical Laboratory Technician	14.53
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.52
12195 - Medical Transcriptionist	13.87
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	8.05
12222 - Nursing Assistant II	8.67
12223 - Nursing Assistant III	9.86
12224 - Nursing Assistant IV	11.07
12235 - Optical Dispenser	14.73
12236 - Optical Technician	9.27

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12250 - Pharmacy Technician	13.79
12280 - Phlebotomist	11.96
12305 - Radiologic Technologist	21.38
12311 - Registered Nurse I	24.74
12312 - Registered Nurse II	27.64
12313 - Registered Nurse II, Specialist	27.64
12314 - Registered Nurse III	33.29
12315 - Registered Nurse III, Anesthetist	33.29
12316 - Registered Nurse IV	39.87
12317 - Scheduler (Drug and Alcohol Testing)	19.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.42
13012 - Exhibits Specialist II	21.57
13013 - Exhibits Specialist III	26.40
13041 - Illustrator I	18.24
13042 - Illustrator II	21.87
13043 - Illustrator III	26.73
13047 - Librarian	23.91
13050 - Library Aide/Clerk	8.99
13054 - Library Information Technology Systems Administrator	21.57
13058 - Library Technician	14.82
13061 - Media Specialist I	15.57
13062 - Media Specialist II	17.41
13063 - Media Specialist III	19.42
13071 - Photographer I	14.94
13072 - Photographer II	16.73
13073 - Photographer III	20.74
13074 - Photographer IV	25.38
13075 - Photographer V	30.61
13110 - Video Teleconference Technician	15.57
14000 - Information Technology Occupations	

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14041 - Computer Operator I		13.40
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I (1)		20.77
14072 - Computer Programmer II (1)		26.50
14073 - Computer Programmer III (1)		
14074 - Computer Programmer IV (1)		
14101 - Computer Systems Analyst I (1)		
14102 - Computer Systems Analyst II (1)		
14103 - Computer Systems Analyst III (1)		
14150 - Peripheral Equipment Operator		13.40
14160 - Personal Computer Support Technician		20.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.32
15020 - Aircrew Training Devices Instructor (Rated)		34.73
15030 - Air Crew Training Devices Instructor (Pilot)		38.20
15050 - Computer Based Training Specialist / Instructor		26.68
15060 - Educational Technologist		23.62
15070 - Flight Instructor (Pilot)		38.20
15080 - Graphic Artist		20.17
15090 - Technical Instructor		19.99
15095 - Technical Instructor/Course Developer		25.63
15110 - Test Proctor		17.85
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.99
16030 - Counter Attendant		7.99
16040 - Dry Cleaner		9.65
16070 - Finisher, Flatwork, Machine		7.99
16090 - Presser, Hand		7.99

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16110 - Presser, Machine, Drycleaning	7.99
16130 - Presser, Machine, Shirts	7.99
16160 - Presser, Machine, Wearing Apparel, Laundry	7.99
16190 - Sewing Machine Operator	10.19
16220 - Tailor	10.75
16250 - Washer, Machine	8.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.03
19040 - Tool And Die Maker	20.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.98
21030 - Material Coordinator	19.95
21040 - Material Expediter	19.95
21050 - Material Handling Laborer	10.70
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	15.98
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	12.01
21140 - Store Worker I	9.73
21150 - Stock Clerk	13.65
21210 - Tools And Parts Attendant	15.98
21410 - Warehouse Specialist	15.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.46
23021 - Aircraft Mechanic I	18.43
23022 - Aircraft Mechanic II	19.46
23023 - Aircraft Mechanic III	20.49
23040 - Aircraft Mechanic Helper	13.32
23050 - Aircraft, Painter	17.32
23060 - Aircraft Servicer	15.35
23080 - Aircraft Worker	16.11



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23110 - Appliance Mechanic		16.37
23120 - Bicycle Repairer		11.29
23125 - Cable Splicer		23.85
23130 - Carpenter, Maintenance		17.42
23140 - Carpet Layer		15.52
23160 - Electrician, Maintenance		19.61
23181 - Electronics Technician Maintenance I		15.96
23182 - Electronics Technician Maintenance II		19.16
23183 - Electronics Technician Maintenance III		22.05
23260 - Fabric Worker		14.44
23290 - Fire Alarm System Mechanic		17.34
23310 - Fire Extinguisher Repairer		13.49
23311 - Fuel Distribution System Mechanic		18.33
23312 - Fuel Distribution System Operator		13.46
23370 - General Maintenance Worker		18.06
23380 - Ground Support Equipment Mechanic		18.43
23381 - Ground Support Equipment Servicer		15.35
23382 - Ground Support Equipment Worker		16.41
23391 - Gunsmith I		13.46
23392 - Gunsmith II		15.52
23393 - Gunsmith III		17.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic		17.34
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		
18.31		
23430 - Heavy Equipment Mechanic		18.87
23440 - Heavy Equipment Operator		17.57
23460 - Instrument Mechanic		20.49
23465 - Laboratory/Shelter Mechanic		16.47
23470 - Laborer		10.37
23510 - Locksmith		16.37
23530 - Machinery Maintenance Mechanic		22.52
23550 - Machinist, Maintenance		17.56

23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	20.49
23592 - Metrology Technician II	21.64
23593 - Metrology Technician III	22.79
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	16.37
23790 - Pipefitter, Maintenance	18.23
23810 - Plumber, Maintenance	17.24
23820 - Pneudraulic Systems Mechanic	17.52
23850 - Rigger	17.52
23870 - Scale Mechanic	15.52
23890 - Sheet-Metal Worker, Maintenance	15.94
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	22.70
23932 - Telecommunications Mechanic II	23.99
23950 - Telephone Lineman	17.41
23960 - welder, Combination, Maintenance	17.34
23965 - Well Driller	17.52
23970 - Woodcraft Worker	17.52
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	11.75
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	16.86
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	14.92

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25210 - Water Treatment Plant Operator	16.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.80
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	15.42
27010 - Court Security Officer	15.54
27030 - Detection Dog Handler	13.40
27040 - Detention Officer	15.42
27070 - Firefighter	16.69
27101 - Guard I	11.23
27102 - Guard II	13.40
27131 - Police Officer I	15.58
27132 - Police Officer II	17.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.25
28042 - Carnival Equipment Repairer	11.02
28043 - Carnival Equipment Worker	7.88
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.02
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.61
29020 - Hatch Tender	19.61
29030 - Line Handler	19.61
29041 - Stevedore I	18.28
29042 - Stevedore II	20.82
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	19.54
30022 - Archeological Technician II	21.96
30023 - Archeological Technician III	27.14
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	22.00
30061 - Drafter/CAD Operator I	19.52
30062 - Drafter/CAD Operator II	21.88
30063 - Drafter/CAD Operator III	22.98
30064 - Drafter/CAD Operator IV	27.14
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	18.27
30083 - Engineering Technician III	20.48
30084 - Engineering Technician IV	25.39
30085 - Engineering Technician V	29.65
30086 - Engineering Technician VI	34.05
30090 - Environmental Technician	25.24
30210 - Laboratory Technician	19.80
30240 - Mathematical Technician	25.24
30361 - Paralegal/Legal Assistant I	12.45
30362 - Paralegal/Legal Assistant II	21.76
30363 - Paralegal/Legal Assistant III	26.62
30364 - Paralegal/Legal Assistant IV	32.19
30390 - Photo-Optics Technician	25.24
30461 - Technical Writer I	23.30
30462 - Technical Writer II	28.49
30463 - Technical Writer III	34.46
30491 - Unexploded Ordnance (UXO) Technician I	22.02
30492 - Unexploded Ordnance (UXO) Technician II	26.64
30493 - Unexploded Ordnance (UXO) Technician III	31.93



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30494 - Unexploded (UXO) Safety Escort	22.02
30495 - Unexploded (UXO) Sweep Personnel	22.02
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	19.59
30621 - Weather Observer, Senior (2)	21.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.40
31030 - Bus Driver	12.46
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	9.90
31290 - Shuttle Bus Driver	13.74
31310 - Taxi Driver	9.26
31361 - Truckdriver, Light	13.74
31362 - Truckdriver, Medium	14.96
31363 - Truckdriver, Heavy	16.28
31364 - Truckdriver, Tractor-Trailer	16.28
99000 - Miscellaneous Occupations	
99030 - Cashier	8.05
99050 - Desk Clerk	9.09
99095 - Embalmer	19.75
99251 - Laboratory Animal Caretaker I	9.06
99252 - Laboratory Animal Caretaker II	9.51
99310 - Mortician	21.73
99410 - Pest Controller	12.55
99510 - Photofinishing Worker	11.22
99710 - Recycling Laborer	13.36
99711 - Recycling Specialist	16.20
99730 - Refuse Collector	11.96
99810 - Sales Clerk	9.89
99820 - School Crossing Guard	10.83
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.52

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99832 - Surveying Technician		18.47
99840 - Vending Machine Attendant		14.31
99841 - Vending Machine Repairer		17.62
99842 - Vending Machine Repairer Helper		14.31

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate

for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour. Conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that



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represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:



The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2221
Shirley F. Ebbesen	Division of	Revision No.: 7
Director	Wage Determinations	Date Of Last Revision: 03/19/2009

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State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Lee, Leslie, Letcher, Lincoln, Madison, Marion, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.46
01012 - Accounting Clerk II	13.46
01013 - Accounting Clerk III	14.43
01020 - Administrative Assistant	19.21
01040 - Court Reporter	14.07
01051 - Data Entry Operator I	10.55
01052 - Data Entry Operator II	11.51
01060 - Dispatcher, Motor Vehicle	13.88

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01070 - Document Preparation Clerk	11.63
01090 - Duplicating Machine Operator	11.63
01111 - General Clerk I	9.99
01112 - General Clerk II	10.90
01113 - General Clerk III	12.24
01120 - Housing Referral Assistant	15.69
01141 - Messenger Courier	9.86
01191 - Order Clerk I	11.75
01192 - Order Clerk II	12.84
01261 - Personnel Assistant (Employment) I	13.65
01262 - Personnel Assistant (Employment) II	15.27
01263 - Personnel Assistant (Employment) III	17.03
01270 - Production Control Clerk	20.17
01280 - Receptionist	11.49
01290 - Rental Clerk	11.39
01300 - Scheduler, Maintenance	12.58
01311 - Secretary I	12.58
01312 - Secretary II	14.07
01313 - Secretary III	15.69
01320 - Service Order Dispatcher	13.28
01410 - Supply Technician	19.21
01420 - Survey Worker	12.47
01531 - Travel Clerk I	12.25
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.45
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	15.46
05040 - Automotive Glass Installer	14.77



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05070 - Automotive Worker	14.77
05110 - Mobile Equipment Servicer	13.43
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	14.77
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.07
05280 - Motor Vehicle Wrecker	14.77
05310 - Painter, Automotive	15.46
05340 - Radiator Repair Specialist	14.77
05370 - Tire Repairer	11.87
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.76
07041 - Cook I	10.18
07042 - Cook II	11.22
07070 - Dishwasher	8.62
07130 - Food Service Worker	9.60
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.45
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	13.01
09110 - Furniture Repairer, Minor	14.51
09130 - Upholsterer	15.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	13.42

11122 - Housekeeping Aide	10.17
11150 - Janitor	10.17
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.09
11260 - Pruner	10.67
11270 - Tractor Operator	12.17
11330 - Trail Maintenance Worker	10.68
11360 - Window Cleaner	10.90
12000 - Health Occupations	
12010 - Ambulance Driver	13.34
12011 - Breath Alcohol Technician	15.42
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	19.71
12020 - Dental Assistant	13.83
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	13.34
12071 - Licensed Practical Nurse I	14.42
12072 - Licensed Practical Nurse II	16.13
12073 - Licensed Practical Nurse III	17.99
12100 - Medical Assistant	13.34
12130 - Medical Laboratory Technician	17.23
12160 - Medical Record Clerk	13.40
12190 - Medical Record Technician	16.26
12195 - Medical Transcriptionist	13.73
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	9.39
12222 - Nursing Assistant II	10.54
12223 - Nursing Assistant III	11.50
12224 - Nursing Assistant IV	12.90
12235 - Optical Dispenser	15.51

12236 - Optical Technician	12.04
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	21.15
12311 - Registered Nurse I	21.02
12312 - Registered Nurse II	25.73
12313 - Registered Nurse II, Specialist	25.73
12314 - Registered Nurse III	31.13
12315 - Registered Nurse III, Anesthetist	31.13
12316 - Registered Nurse IV	37.28
12317 - Scheduler (Drug and Alcohol Testing)	19.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.79
13012 - Exhibits Specialist II	19.50
13013 - Exhibits Specialist III	23.78
13041 - Illustrator I	15.69
13042 - Illustrator II	19.45
13043 - Illustrator III	23.72
13047 - Librarian	23.76
13050 - Library Aide/Clerk	11.31
13054 - Library Information Technology Systems Administrator	22.07
13058 - Library Technician	13.74
13061 - Media Specialist I	14.69
13062 - Media Specialist II	16.42
13063 - Media Specialist III	18.32
13071 - Photographer I	15.09
13072 - Photographer II	16.87
13073 - Photographer III	20.90
13074 - Photographer IV	25.58
13075 - Photographer V	30.95
13110 - Video Teleconference Technician	17.99

## 14000 - Information Technology Occupations

14041 - Computer Operator I	14.01
14042 - Computer Operator II	15.73
14043 - Computer Operator III	17.48
14044 - Computer Operator IV	19.47
14045 - Computer Operator V	21.54
14071 - Computer Programmer I (1)	20.79
14072 - Computer Programmer II (1)	25.75
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	15.39
14160 - Personal Computer Support Technician	21.42

## 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	26.30
15020 - Aircrew Training Devices Instructor (Rated)	31.82
15030 - Air Crew Training Devices Instructor (Pilot)	35.77
15050 - Computer Based Training Specialist / Instructor	26.30
15060 - Educational Technologist	25.81
15070 - Flight Instructor (Pilot)	35.77
15080 - Graphic Artist	22.34
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79

## 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	9.00
16030 - Counter Attendant	9.00
16040 - Dry Cleaner	11.55
16070 - Finisher, Flatwork, Machine	9.00



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16090 - Presser, Hand	9.00
16110 - Presser, Machine, Drycleaning	9.00
16130 - Presser, Machine, Shirts	9.00
16160 - Presser, Machine, Wearing Apparel, Laundry	9.00
16190 - Sewing Machine Operator	12.26
16220 - Tailor	12.94
16250 - Washer, Machine	9.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.65
21040 - Material Expediter	19.65
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	14.17
21130 - Shipping/Receiving Clerk	14.17
21140 - Store Worker I	11.57
21150 - Stock Clerk	14.60
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.46
23021 - Aircraft Mechanic I	21.39
23022 - Aircraft Mechanic II	22.46
23023 - Aircraft Mechanic III	23.58
23040 - Aircraft Mechanic Helper	16.70
23050 - Aircraft, Painter	19.31
23060 - Aircraft Servicer	18.27

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23080 - Aircraft Worker		19.31
23110 - Appliance Mechanic		18.11
23120 - Bicycle Repairer		13.70
23125 - Cable Splicer		20.66
23130 - Carpenter, Maintenance		17.53
23140 - Carpet Layer		16.60
23160 - Electrician, Maintenance		19.51
23181 - Electronics Technician Maintenance I		19.88
23182 - Electronics Technician Maintenance II		21.01
23183 - Electronics Technician Maintenance III		22.05
23260 - Fabric Worker		15.70
23290 - Fire Alarm System Mechanic		18.38
23310 - Fire Extinguisher Repairer		15.20
23311 - Fuel Distribution System Mechanic		19.43
23312 - Fuel Distribution System Operator		15.43
23370 - General Maintenance Worker		17.68
23380 - Ground Support Equipment Mechanic		21.39
23381 - Ground Support Equipment Servicer		18.27
23382 - Ground Support Equipment Worker		19.31
23391 - Gunsmith I		15.20
23392 - Gunsmith II		17.29
23393 - Gunsmith III		19.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic		18.62
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)		19.43
23430 - Heavy Equipment Mechanic		20.67
23440 - Heavy Equipment Operator		18.38
23460 - Instrument Mechanic		19.03
23465 - Laboratory/Shelter Mechanic		18.27
23470 - Laborer		10.67
23510 - Locksmith		18.27
23530 - Machinery Maintenance Mechanic		20.38

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23550 - Machinist, Maintenance		18.38
23580 - Maintenance Trades Helper		13.64
23591 - Metrology Technician I		19.03
23592 - Metrology Technician II		19.86
23593 - Metrology Technician III		20.67
23640 - Millwright		23.00
23710 - Office Appliance Repairer		17.53
23760 - Painter, Maintenance		17.53
23790 - Pipefitter, Maintenance		21.87
23810 - Plumber, Maintenance		20.79
23820 - Pneudraulic Systems Mechanic		19.15
23850 - Rigger		19.82
23870 - Scale Mechanic		17.29
23890 - Sheet-Metal Worker, Maintenance		18.38
23910 - Small Engine Mechanic		16.60
23931 - Telecommunications Mechanic I		25.04
23932 - Telecommunications Mechanic II		26.04
23950 - Telephone Lineman		20.98
23960 - welder, Combination, Maintenance		18.38
23965 - well Driller		18.38
23970 - Woodcraft worker		19.15
23980 - Woodworker		14.68
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		10.99
24580 - Child Care Center Clerk		13.90
24610 - Chore Aide		8.94
24620 - Family Readiness And Support Services Coordinator		12.30
24630 - Homemaker		16.45
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.02
25040 - Sewage Plant Operator		18.07
25070 - Stationary Engineer		22.02

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25190 - Ventilation Equipment Tender	15.14
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.55
27007 - Baggage Inspector	10.17
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.17
27102 - Guard II	15.17
27131 - Police Officer I	17.36
27132 - Police Officer II	19.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.12
28042 - Carnival Equipment Repairer	10.50
28043 - Carnival Equipment Worker	8.18
28210 - Gate Attendant/Gate Tender	12.50
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.21
28515 - Recreation Specialist	14.86
28630 - Sports Official	11.14
28690 - Swimming Pool Operator	15.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.72
29020 - Hatch Tender	19.72
29030 - Line Handler	19.72
29041 - Stevedore I	16.97
29042 - Stevedore II	20.52



## 30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.69
30021 - Archeological Technician I	15.47
30022 - Archeological Technician II	17.90
30023 - Archeological Technician III	22.18
30030 - Cartographic Technician	22.18
30040 - Civil Engineering Technician	21.73
30061 - Drafter/CAD Operator I	16.01
30062 - Drafter/CAD Operator II	17.90
30063 - Drafter/CAD Operator III	19.97
30064 - Drafter/CAD Operator IV	24.57
30081 - Engineering Technician I	14.16
30082 - Engineering Technician II	15.90
30083 - Engineering Technician III	19.75
30084 - Engineering Technician IV	22.03
30085 - Engineering Technician V	29.65
30086 - Engineering Technician VI	32.61
30090 - Environmental Technician	18.78
30210 - Laboratory Technician	16.72
30240 - Mathematical Technician	22.18
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30390 - Photo-Optics Technician	22.18
30461 - Technical Writer I	20.14
30462 - Technical Writer II	24.64
30463 - Technical Writer III	29.81
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03

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30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	19.97
30621 - Weather Observer, Senior (2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.02
31030 - Bus Driver	17.47
31043 - Driver Courier	13.06
31260 - Parking and Lot Attendant	9.13
31290 - Shuttle Bus Driver	14.06
31310 - Taxi Driver	10.10
31361 - Truckdriver, Light	14.06
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	19.75
31364 - Truckdriver, Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.29
99050 - Desk Clerk	9.96
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	10.32
99252 - Laboratory Animal Caretaker II	11.11
99310 - Mortician	23.25
99410 - Pest Controller	13.60
99510 - Photofinishing Worker	9.43
99710 - Recycling Laborer	11.77
99711 - Recycling Specialist	13.67
99730 - Refuse Collector	11.21
99810 - Sales Clerk	11.06
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	18.10

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99831 - Surveying Aide	10.67
99832 - Surveying Technician	16.07
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations



within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.



A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.